SHAPING THE IMA WORKFORCE

IMA GOALS

#1 (Leadership): Develop and retain visionary leaders and an innovative, professional workforce focused on building communities of choice

#3 (Agility): Be a streamlined, agile organization that is customer-focused and results-driven in support of current and future missions

HRD MISSION

Manage human capital as our most important asset to strengthen our organizational capacity, facilitate transformation and achieve Agency vision

IMA Strategic Plan – Road Map to the Future

SHAPING THE IMA WORKFORCE

STRATEGIC HUMAN CAPITAL PLAN

Strategic approach to Human Capital Management that allow IMA to evolve, meeting current and future needs

Authorities

- President's Management Agenda
- Title 10, U. S. Code
- Government Performance and Results Act of 1993
- OMB Bulletin #01-07, Workforce Planning and Restructuring
- OPM Framework for Human Capital Management

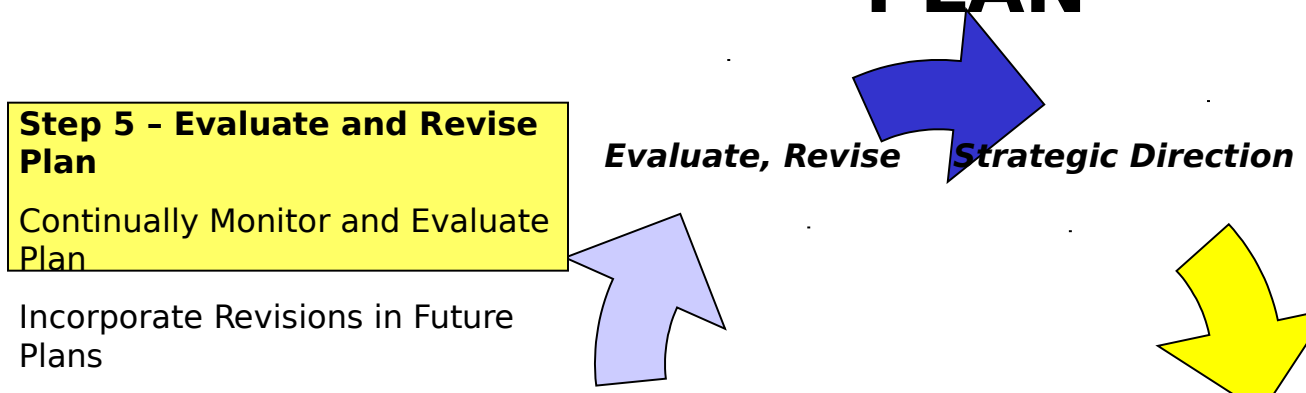
Outcomes

- Support Army's Campaign Plan
- Support Army Strategic Readiness System
- Strategic Alignment
- Leadership and Knowledge Management
- Results-Oriented Performance Culture
- Employer of Choice

President's Management Agenda: "In most agencies, human resources planning is weak."

SHAPING THE IMA WORKFORCE

STRATEGIC HUMAN CAPITAL PLAN



Step 1 – Strategic Direction

Development and Implementation of IMA's Strategic Plan

HR Component

Step 2 – Analyze Workforce

- Analyze Current Workforce (22 Career Programs and 5 Career Fields)
- Project Future Workforce
- Conduct Organizational Assessment, Focus Groups

Results: Identify Gaps, [illegible] Weaknesses

Average Age - 50

Average Years of Service - 29

Step 3 – Develop Action Plan

Develop Action Plans to Implement Strategic Initiatives

Address Skill Imbalances, Retention, Recruitment, Development of Workforce

Step 4 – Obtain Resources and Implement Action Plan

Implement Actions Identified and obtain Resources in Step 3

Step 5 – Evaluate and Revise Plan

Continually Monitor and Evaluate Plan

Incorporate Revisions in Future Plans

A Major Resource Effort

Linda Donaldson, IMAH-HRD-D, 703-602-4504, linda.donaldson@hqda.army.mil